

Healthier Worksite Initiative

Overview

History

CDC's Healthier Worksite Initiative (HWI) began in 2002 to lead the federal sector in implementing a workforce health promotion (WHP) component of the HealthierUS Initiative, which calls for public and private sector employers to promote healthy behaviors among employees in four categories: 1) being physically active, 2) eating nutritious foods, 3) getting preventive health screenings, and 4) making healthy choices. HWI will share resources and evidence-based interventions with employee wellness program planners at federal, state, and private workplaces through a Web site now under development. HWI also works with the Office of Personnel Management to disseminate information to federal employee WHP program planners.



Vision and Mission

Vision...

A worksite where healthful choices are easy choices.

Mission...

The Healthier Worksite Initiative will develop, evaluate, and disseminate science-based programs that promote worksite health for all CDC/ATSDR employees, and serve as a model and resource for other worksites.

Structure

HWI, housed in CDC's Division of Nutrition and Physical Activity, focuses on developing and implementing policy and environmental changes at CDC that help employees make healthy choices and engrain WHP in the CDC culture. This complements the established Lifestyle



Program, managed by the Office of Health and Safety (OHS), which provides direct employee health promotion services such as fitness centers and health education; OHS is a key HWI partner.

HWI emphasizes internal collaboration and is structured to tap into the public health expertise at CDC. Representatives from across the organization make up the HWI Advisory Committee which, along with the HWI Workgroup, support the work of HWI's three staff members. The HWI Workgroup consists of content experts that are more involved with day-to-day HWI activities.



Sample Projects

Baseline Data and Evaluation

Behavioral, environmental and policy assessments are key components of HWI's planning and logic models. These data are used to plan, implement, track and evaluate the various components and overall efforts of HWI. Components of the HWI needs assessment include:

- Confidential, Web-based employee wellness survey
- Walkability (<http://www.cdc.gov/nccdphp/dnpa/walkability/index.htm>) and Healthy Building audits of CDC campuses nationwide
- Current and past utilization data for the Lifestyle Program, Employee Assistance Program (EAP) and occupational health clinics
- Review of CDC policies that currently or potentially impact HWI goals
- Review of selected preventive health benefits and their promotion among heavily-subscribed CDC health plans

Demonstration Projects

StairWELL to Better Health — A demonstration project evaluation at CDC showed that improvements such as motivational signs and music can increase stairwell use. Toolkit available at <http://www.cdc.gov/nccdphp/dnpa/stairwell/index.htm>.

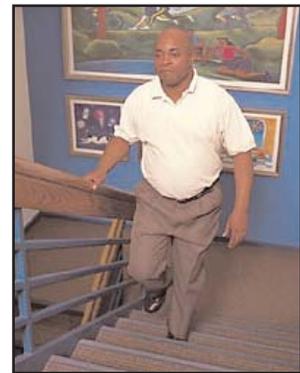


Photo by Stephen Grate

Fitness Center Access – The most frequent requests related to wellness at CDC have been for improved access to fitness facilities, especially for outlying locations that lack on-site fitness centers. HWI implemented a nationwide fitness center discount service to help address this need for employees, their adult family members and retirees.



Garden Market — HWI brought a produce vendor to a CDC campus as a demonstration project to promote fresh fruit and vegetable consumption among employees. Toolkit available at <http://www.cdc.gov/nccdphp/dnpa/gardenmarket/index.htm>.

Mental Health Screening — HWI partnered with EAP to offer anonymous, Web-based mental health screening tests to employees for depression, bipolar disorder, eating disorder, generalized anxiety disorder, post-traumatic stress disorder and alcohol use.

Policy Implementation

Tobacco-free Campus (TFC) Policy — The Department of Health and Human Services (HHS) announced that all HHS campuses would implement a tobacco-free campus policy, as contractual obligations allow. An HWI subcommittee worked with OHS to provide expanded tobacco cessation services for employees and implemented the TFC policy at the majority of CDC campuses in August 2005, making CDC one of the first tobacco-free HHS agencies.

Food-at-Meetings Policy — HWI developed a guidance document for selecting healthy foods for CDC co-sponsored meetings and conferences, which was incorporated into CDC policy. http://www.cdc.gov/nccdphp/dnpa/pdf/Healthy_Worksite_Food.pdf

Evidence Base

Guide to Community Preventive Services — HWI serves on the Worksite Chapter Coordinating Team for the Community Guide, providing guidance on work site health promotion reviews. <http://www.thecommunityguide.org>